

Performance Conversations

A Solution Focused Coaching Approach



Performance reviews are based on some key *assumptions*:

- ✓ That they improve performance
- ✓ That they can address/correct poor performance
- ✓ That they can change behaviour
- ✓ That they can achieve individual and organisational objective

Evidence is emerging that challenges this...

Performance reviews can, and quite often do, lead to:

- ✓ Lack of acceptance of ratings and assessments
- ✓ Conflicts and damaged relationships between managers/employees
- ✓ An over emphasis on past problems



Solution Focused Approach: Key Principles

- ✓ Find what works and do more of it
- ✓ Stop doing what doesn't work and do something else.

"Change is happening all the time; our role is to identify useful change and amplify it."

Gregory Bateson, Anthropologist and Systems Thinking pioneer

This new **gci** workshop, *Performance Conversations: A Solutions Focused Approach*, is a **1 day program** suitable for leaders who have line management/ performance management responsibilities. This program uses the Solution Focus appraisal process developed by leading European SF thought leaders – Dr. Mark McKergow and Dr. Günter Lueger - to bring an innovative way of building solutions into performance management conversations.

This program is suitable for both people who have had little or no experience with leadership coaching as well as those who have undertaken extensive coach training.

